

**Minutes of the Personnel Committee**  
**Tuesday, October 19, 2004**

Chair Paulson called the meeting to order at 1:00 p.m. and led the committee in the Pledge of Allegiance.

**Present:** Supervisors Duane Paulson (Chair), Genia Bruce, Tom Bullermann, Jim Jeskewitz, Jeff Morris, Bonnie Morris and Bob Thelen.

**Also Present:** Legislative Policy Advisor Dave Krahn, Employment Services Manager Sue Zastrow, Labor Relations Manager Jim Richter, Office Services Coordinator Windy Jicha, Senior Financial Analyst Mike Baniel.

**The Committee will Move to Reconsider Ordinance 159-O-059 in Order to Amend the Ordinance to Create the Position of Computer Forensic Analyst**

Paulson said in order to have the entire board consider the position of computer forensic analyst the position needs to be approved in the positions ordinance. He will not support this ordinance if this position is part of it. Adding the position is not sending the right message.

**MOTION:** Bullermann moved, Jeskewitz second, to reconsider Ordinance 159-O-059 in order to amend the ordinance to create the position of computer forensic analyst. Motion carried: 5-2 (Morris and Morris voted no.)

Bruce said in the past we've had unfunded positions. Baniel said positions such as clerk typist, patrol workers, social workers, etc. were all existing positions that were unfunded. Paulson said this is different because it is the creation of a position. Bruce asked if the computer forensic analyst would be providing computer support? Paulson said no.

B. Morris said the first sentence of the job description says it all. The job description states, "... to support department wide computer information systems and serve as liaison for the department on computer related matters." If you go by the job description, this person will provide computer support. At the last meeting, the committee was made aware that it is a function of the Sheriff's Department to catch Internet related criminals. The tasks of this position are being taken care of in the Sheriff's Department. She can't justify creating this position without funding.

Bullermann says as technology changes, we need to keep up with it and we need to make sure the DA's office has the right tools to do their job. If we create this position this year, we can always look at it again next year and to see if the position is meeting set goals and if it is effective. If not, we can unfund the position next year. Jeskewitz said it takes time to solve these cases.

Paulson reminded the committee that \$2.8 million is budgeted in the Sheriff's Department for general investigations including computer crimes.

J. Morris asked because Protect is supported by the state, does the DA's office have enough work to keep this position busy? Paulson said Bucher told the committee at the last meeting that in the past year, Enloe devoted all of his time to Protect and no time was spent on forensic investigations. Bruce said Enloe played a big role in getting Protect up and running.

J. Morris said we are trying to create a position where there is no need.

Krahn reminded the committee that without funding, a vote to create this position merely does that... creates the position, unfunded.

**MOTION:** Bullermann moved, Jeskewitz second, to amend Ordinance 159-O-059 to include the creation of the position of computer forensic analyst in the District Attorney's office. Motion carried: 4-3 (Morris, Morris and Paulson voted no).

**MOTION:** Thelen moved, Bruce second, to approve Ordinance 159-O-059 as amended including the creation of the position of computer forensic analyst. Motion carried: 4-3 (Morris, Morris and Paulson voted no).

**Ordinance 159-O-067: Ratification of 2004 – 2005 – 2006 AFSCME Master Collective Bargaining Agreement**

Richter said this ordinance contains the recommendations of the Personnel Committee outlining the changes in wages, hours and working condition of employees represented by AFSCME Master Local 2494. Section I outlines contract language and personnel policy changes while Section II outlines classification and compensation changes. In Section I, no provisions have any fiscal impact. The fiscal impact of Section II is outlined in the fiscal note. The 2004 budget anticipated an across-the-board increase of less than 3%, which will impact budgeted salaries in 2005. Budgeted general employee pension contributions in 2005 were higher than the actual requirement will be. The pension offset plus vacancy and turnover are estimated to provide sufficient funding for salary shortfalls, which may occur.

**MOTION:** Bonnie Morris moved, Thelen second, to approve Ordinance 159-O-067. Motion carried: 7-0.

**Schedule Next Meeting Dates**

- November 2
- November 16

Item three from the agenda was not discussed.

**Motion to Adjourn**

**MOTION:** Bullermann moved, Jeskewitz second, to adjourn the meeting at 1:37 p.m. Motion carried: 7-0.

Respectfully submitted,

Bonnie J. Morris  
Secretary